

City of Alexandria, Virginia

MEMORANDUM

DATE: MARCH 12, 2021

TO: MICHAEL L. BROWN
CHIEF OF POLICE

FROM: CAPTAIN CHRIS WEMPLE III, COMMANDER
OFFICE OF EXTERNAL AFFAIRS & PROFESSIONAL RESPONSIBILITY



SUBJECT: ANNUAL STATISTICAL REPORT – CALENDAR YEAR 2020

The purpose of this memorandum is to provide the CY2020 Annual Statistical Report on all Administrative Investigations (AI) and Unit Level Inquiries (ULI) undertaken in CY2020. This report complies with enumerated requirements as listed in Police Directive 2.3, Complaints and Disciplinary Actions, and Police Directive 1.9, Administrative Reports.

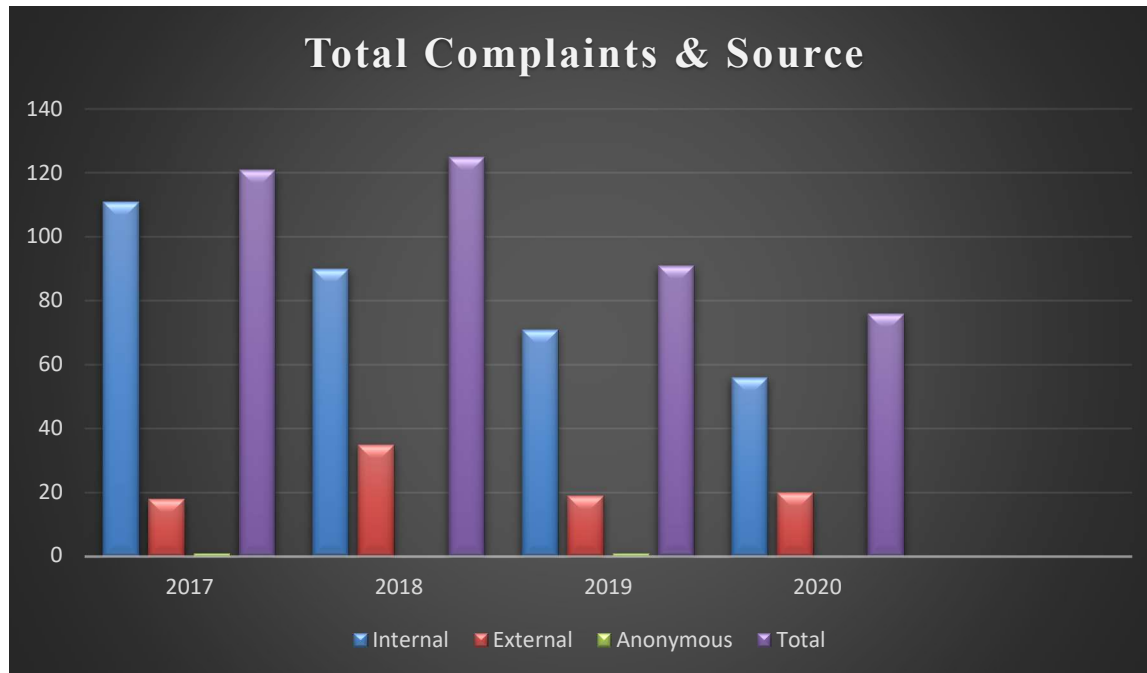
The mission of the Office of External Affairs & Professional Responsibility (OPR) is to promote public trust through a rigorous internal review process that allows the public and staff to redress grievances concerning the actions of police employees.

The decision to investigate allegations brought to the attention of OPR is principally determined by Departmental policy as listed in Police Directive 2.3.01, Complaints and Disciplinary Actions.

During CY2020, the Office of External Affairs & Professional Responsibility (OPR) received and processed 76 formal complaints against Departmental employees. In comparison, there were 91 complaints in CY2019 which reflects a 16% reduction in formal complaints.

Of the 76 complaints in CY2020, 50 (66%) cases originated internally, while 26 (34%) cases were generated by citizens and other external sources. Figure 1 provides a four-year comparison for the total number of complaints and the source.

Figure 1



The 76 cases processed in CY2020 involved a total of 63 employees. Of the 63 employees, 59 were sworn officers, and 4 were civilian employees. In comparison, to CY2019, the cases in that year involved 64 employees (60 sworn, four civilians). Among the cases involving sworn employees in CY2020, three were the subject of multiple cases.

The two primary categories of cases used to investigate policy violations are Administrative Investigations (AI) and Unit Level Inquiry (ULI). Of the 76 cases investigated in CY2020, 26 were AI cases and the remaining 50 were ULI cases. Table 1 lists the sources and findings of the ULI cases, while Table 2 lists the source and results of the 26 AI cases.

Table 1

CY2020 Unit Level Inquiry Outcomes			
Complaints	Internal	External	Anonymous
Sustained	34	4	0
Open cases	0	0	0
Cleared (see below list)			
Not Sustained	6	3	0
Unfounded	0	3	0
Exonerated	0	0	0
Separated before the conclusion of the investigation	0	0	0
Total	40	10	0

Table 2

CY2020 Administrative Investigation Outcomes			
Complaints	Internal	External	Anonymous
Sustained	14	4	0
Open cases	0	1	0
Cleared (see below list)			
Not Sustained	1	2	0
Unfounded	0	0	0
Exonerated	1	3	
Separated before the conclusion of the investigation	0	0	0
Total	16	10	0

As of the date of this memorandum, 56 (73%) cases have resulted in sustained allegations against employees, although as a result of the fact-finding process, the sustained violation may be different from the original charge(s).

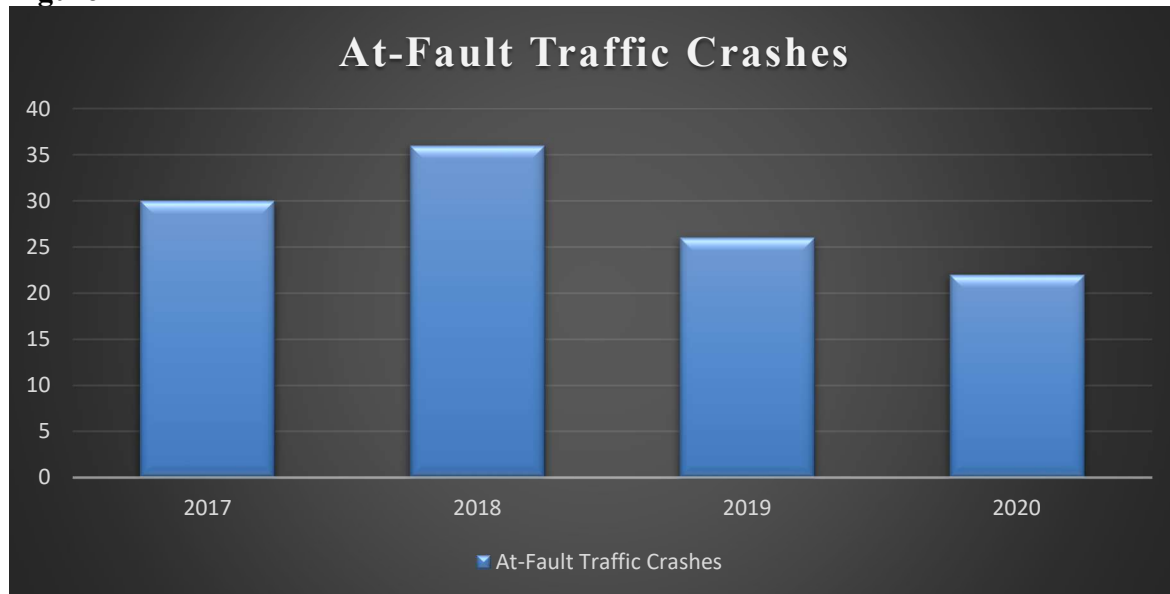
Table 3

CY2020 Total Allegations /Total Sustained			
ALLEGATION	Total	Sustained	Unit Level Inquiry
AWOL	10	2	3
Biased Policing	1	0	0
Use of Excessive Force	1	1	0
Failure to Cooperate	0	0	0
Harassment	0	0	0
Knowledge of Laws	1	0	1
Insubordination	0	0	0
Missing Court	0	0	0
Property & Evidence Procedure	4	0	4
Rude/Discourteous (to Public or Employees)	5	0	1
At-Fault Traffic Crashes	21	0	21
Unbecoming Conduct	6	2	1
Unintentional CEW (Taser) Discharge	2	0	2
Unintentional Firearm Discharge	1	0	1
Truthfulness	2	2	0
Violation of City Administrative Regulation	1	1	0
Violation of Law	4	4	0
Violation of all other Police Directives	27	8	9
Total	86	20	43

Table 3 lists most of the allegation types and their outcomes and contains the alleged policy violations sustained against employees that were investigated as part of an Administrative Investigation or Unit Level Inquiry. It should be noted that one incident or investigation could result in multiple allegations and findings.

As noted in Table 2, At-Fault Crash incidents (17) continue to be the most common type of policy violation. However, there were nine less At-Fault Traffic Crashes in CY2020 compared to those in CY2019 (26). These incidents do not account for all traffic crashes involving Department vehicles. The Safety Committee's quarterly and annual reports provide the total number of traffic cases involving Departmental vehicles.

Figure 2



CONCLUSION

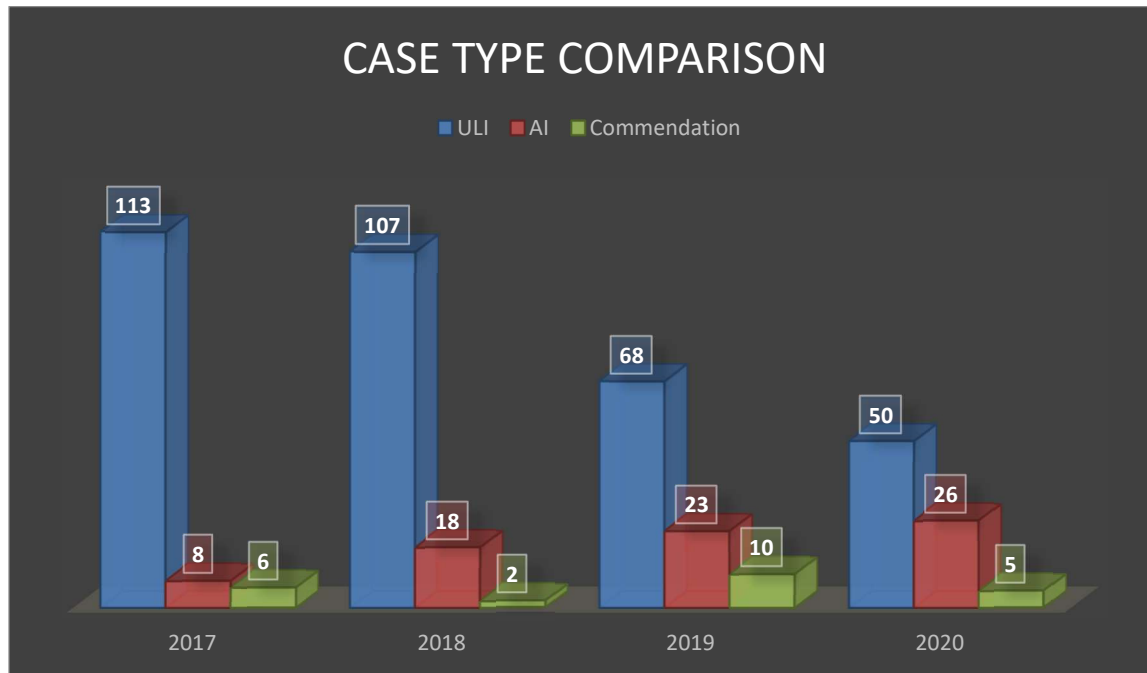
The Department policy requires that “*All complaints, whether initiated by citizens or Department employees, are to be thoroughly and fairly investigated, reviewed and documented.*”¹ The Office of External Affairs & Professional Responsibilities (OPR) conducts thorough investigations to ensure transparency and to promote public trust.

For the third consecutive year, in CY2020, there was a decrease in the number of complaints against Department employees. Additionally, the policy of attempting to mitigate and address many of the performance-based issues at the Unit Level continues to be successful in addressing performance issues before they rise to the level of disciplinary action.

Figure 3 compares investigations and commendations over the last four calendar years. Over this time, awards and commendations have not been uniformly entered into Blue Team. Supervisors and Commanders primarily continue to document awards and commendations within an employee's informal personnel file at the unit level. Although OPR has taken steps to increase the number of commendations being entered in Blue Team, as an agency, we are missing an opportunity to showcase and recognize the daily accolades we receive from our community. We implore our management team to improve their efforts in documenting formal and informal commendations into Blue Team.

¹See Police Directive 2.3.01

Figure 3



Lastly, the internally generated cases were much more likely to result in sustained findings against employees. Conversely, externally generated cases resulted in fewer sustained complaints. The difference is attributable to the fact that many times externally generated allegations are the result of a citizen being unsatisfied with law enforcement action rather than the conduct of the employee. Additionally, externally generated cases are more often minor offenses and subsequently handled as a Unit Level Inquiry instead of an Administrative Investigation.

The statistical analysis of the CY2020 OPR data concludes that as an agency, and as individual law enforcement professionals, we value and cherish the community's trust. Through self-accountability and professionalism, we continue to maintain and increase the community's trust in us.